



**Board of Directors | Special Meeting | February 20, 2024
Meeting Minutes**

Location: Meeting conducted fully remotely via Zoom

Present: Jenny Schumacher (Chair), Shameeka Quallo (Vice Chair), Erin Andica, Mike Choi, Andy Coggins, Mario Dispenza, Tayler Harris, John McGovern, Nick Maietta, Sara Soto, Sally Van de Water

Staff Present: Matt Sicchio (CEO)

1. **Call to Order.** JS called the meeting to order at 8:02pm MT and determined that a quorum exists.
2. **Declarations of Conflicts of Interest.**
 - a. Andy Coggins: none
 - b. Mike Choi: none
 - c. Erin Andica: none
 - d. Tayler Harris: none
 - e. Mario Dispenza: none
 - f. Jenny Schumacher: none
 - g. Sara Soto: none
 - h. Sally Van de Water: none
 - i. John McGovern: none
 - j. Nick Maietta: none
 - k. Shameeka Quallo: none
3. **Grievance Procedures.** MS provided a brief update that we continue to face bandwidth challenges with our Ethics and Judicial Committees that results in cases taking longer than we'd like to get through our grievance procedures. These committees are comprised of dedicated volunteers who are working very hard for USAW but have limited bandwidth given their other work and life commitments. We are continuing to examine potential solutions to reduce the burden on these committees including options to outsource certain functions (e.g., investigations, fact-finding, COI processing) and the desire to add more committee members to increase the capacity of the committees.
4. **IWF World Cup.** A quick note from SV that she will be serving as a speaker at this event in Phuket.
5. **Bylaws Amendments.** JS made a motion to approve the bylaw amendments as proposed following the 20-day notice period required under the current bylaws. The motion was seconded by AC and the vote was unanimous in favor of the motion. Note that the proposal was distributed to the Board by JS on January 24, 2024. A technical amendment (inserting an internal section reference) was proposed by MD on January 25 and incorporated as proposed without objection. The proposal was closed to further amendment as of 12pm MT on January 29, 2024. The USAW headquarters team will issue a press release to the membership announcing the approved bylaws amendments.

6. **Athlete Selection and Funding Policies.** MS sent the Board drafts of new proposed athlete selection and funding policies on February 14, 2024. Those policies are intended to take effect after Paris. The drafts are actively being discussed with the AAC but we invited Board feedback tonight. We will be bringing these documents back to the Board, possibly with amendments, after the AAC has an opportunity to review. The Board had a brief discussion, expressing support for the general direction and encouraging the headquarters team to consider formalizing more requirements of athletes who receive funding to support USAW through public appearances, social media posts, etc.
7. **Strategic Planning Update.** MS provided an update that surveys are scheduled to go out this week to members, clubs, WSO leaders, and the Board. He encouraged the Board to complete the survey. Results will be shared with the Board as part of the strategic planning working group process in Mar/Apr. He also asked the Board to stay tuned for a request for availability for the virtual working group session to be scheduled soon. On the logistics front, USAW will secure a room block at the host hotel in Colorado Springs for the in-person strategic planning session and adjacent Board meeting.
8. **Adjournment.** JS made a motion to adjourn, which was seconded by AC. The meeting was adjourned at 7:04pm. Three additional items from the original agenda (organizational OKRs, candidate education working group, onboarding working group) were punted to a future discussion due to time limitations.